

TRANSEND

October, 2008

A magazine for employees, retirees and stakeholders of the Arizona Department of Transportation

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next month





Victor M. Mendez
Director

Experience the joy of giving

One thing that has always impressed me about the employees of ADOT is their willingness to come to the aid of others in times of need.

Nothing underscores this more than the way you give so generously to the State Employees Charitable Campaign year after year.

Last year, the ADOT family contributed more than \$307,170 to the SECC. You did an outstanding job. Your generosity truly made a difference! Adding your contributions to those from other state agencies, the SECC last year amassed over \$2.3 million to help support 700-plus local, state, national and international charitable agencies.

Time is running out on this year's SECC fundraiser, and I am confident that you will respond with generous donations to help these deserving agencies that include health and/or human services agencies, and organizations that actively engage in environmental or historical protection, enhancement, restoration, preservation or conservation.

Be sure to make your pledge by the deadline, Wednesday, Oct. 17.

I am particularly pleased with the volunteerism of over 100 local coordinators who conduct informational meetings and process the pledge cards. Their time and efforts are donated over and above their regular state duties. The SECC would not be successful without their assistance.

Agency Coordinator Vicki Joralmon from the Intermodal Transportation Division and her co-coordinators Ginny Brown, Motor Vehicle Division; and Libby Nelson, Transportation Services Group, work very hard to ensure that ADOT has a successful campaign. Their involvement requires them to participate in many meetings – often on their own time. These volunteers exemplify this year's SECC theme, "Experience the Joy of Giving."

That joy is in each of us who make pledges for regular payroll deductions, or make one-time gifts to this worthy cause.

In addition to asking for monetary pledges, the local coordinators are asking how many hours per month you volunteer to non-profit organizations. They want to document just how generous ADOT employees are beyond their monetary gifts.

On behalf of the statewide SECC and your ADOT coordinators, I want to thank you for your generosity and continued support.

Sincerely,

Victor M. Mendez,

Director



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MPD using webinars to reduce meeting costs

Getting the job done for less money

By Ron Loar
Editor

Imagine conducting a meeting for groups ranging from four to hundreds of people without any of the participants leaving the comfort of their office. Now, envision how much time and money such a meeting would save for all parties involved.

That is the experience of several ADOT employees in the Multimodal Planning Division who save thousands of dollars in meeting costs by using web-based seminars. In a web conference, each participant sits at their own computer, and is connected to other participants via the internet. This can be accomplished with either a downloaded application or web-based browser where the attendees log onto a website address (URL) to participate in the meeting.

Dianne Kresich, a planning supervisor for State and Regional Planning, describes webinars as “a worldwide phenomenon.” Just like in a face-to-face meeting, webinars can include

collaborative discussions, and polling as well as question and answer sessions to allow full participation between the audience and the presenter. Kresich became interested in using webinars for her staff after participating in a few.

There are a lot of consulting firms that host webinars for a fee. Another alternative is to purchase software to host webinars in-house. But to further save ADOT that expense, MPD uses free webinar hosting offered by the Federal Highway Administration. FHWA affiliates may use the web conferencing services at no cost for transportation-related meetings or training.

“Free is a good price for a state agency,” says Teresa Kennedy, technology specialist II for the State and Regional Planning Section. In addition to saving the cost of a hosting fee, “we’re saving ADOT thousands of dollars each month,” Kennedy adds. According to her tabulations, in the past six months, four MPD project managers and their participants have eliminated 23,886 miles of travel. With just the number of miles traveled calculated at the reimbursement rate of 44.5 cents per mile, the savings amounts to more than \$10,600.

“Our people are incorporating new technology and saving ADOT thousands of dollars. They are setting a standard for the rest of ADOT to follow.”

– Rakesh Tripathi

Kresich points out that “Since you can double the cost of gas to establish the full cost of a trip (insurance, and wear and tear on the vehicle). I’d say we’ve saved at least \$20,000 in travel costs to ADOT and its planning partners.”

“Then there is the additional savings of reimbursement for meals while out of town, lodging rates for over-night stay, not to mention the employee salaries paid for travel-time. The savings continue to add up,” Kennedy says.

James Zumpf, planning supervisor for the Special Interests Team of MPD is also a proponent for saving money through use of webinars. He’s hosted several webinars, and participated in many, and like most employees, has also spent a lot of time reviewing documents in conference rooms – time he says could have been better spent accomplishing the same goals from his workstation.

“There is very little that you can do around a conference table that can’t be done through webinars,” Zumpf says, “In fact, visual aids are easier to see on your computer screen than from the back of the room. In a meeting hall, you might not be able to hear the presenter well.

(Continued on Page 4)

On the cover

Conducting a webinar meeting are Ethan Rauch (DMJM Harris), James Zumpf (ADOT MPD), Brent Cain, (HDR Inc), and Teri Kennedy (ADOT MPD)



Getting the job done for less money

(Concluded from Page 3)

At your computer station, simply turn up the volume to suit you. Audio connections allow webinar participants to ask questions and make comments just like in a regular meeting.”

Webinars allow opportunities to attend for people who might otherwise not be able to afford the travel time or expenses.

MPD Director Rakesh Tripathi praises his staff for their innovative way of conducting business, “As stewards of state funds, we all need to be conscious of expenses. We still have to interact with our customers, do outreach, and participate in meetings. These folks are doing a phenomenal job by adapting to new challenges in the way we do business. Our people are incorporating new technology and saving thousands of dollars. They are setting a standard for the rest of ADOT to follow.”

“We realize we can’t replace every meeting with webinars,” Kennedy says, “some face-to-face meetings are required. But we are exploring opportunities to hold web-based meetings whenever possible.”

For information about FHWA web conferencing, go to the National Highway Institute's webpage
www.nhi.fhwa.dot.gov

Click on develop or deliver a course

MVD enforcement officer alerts FBI to possible terrorist suspect

Inspecting vehicles and processing the paperwork for vehicle registrations day after day can become routine for Motor Vehicle Division enforcement officers. But on rare occasions, a request will send up a red flag.

Such was the case for Enforcement Officer Annie Ho of MVD’s Glendale office. Her senses alerted her to something suspicious about one applicant’s request to inspect a vehicle prior to registration. “When I ran his current driver license through our data base, I found that his last known address was in Eloy,” Officer Ho said. “I thought, ‘oh, oh, Eloy is the location of a flight training school where suspected terrorists had trained to fly airplanes prior to the 9/11 attack,’” she recalled.

Under advice from her supervisor, Sgt. Travis LeGere, Ho entered the information into the National Crime Information Center (NCIC) computer. The computer returned information that the applicant was on the FBI’s Suspected Terrorist List. With the information provided by the alert MVD employee, the FBI was able to locate the suspect.

In a letter from the FBI’s Terrorist Screening Center (TSC) in Washington, D.C., Officer Ho was praised for the “exceptional work she did during routine duty on May 23, 2008. During the course of her investigation, Officer Ho followed appropriate protocol which determined that the individual encountered was a positive match to a known or suspected terrorist,” the letter said. “Through Officer Ho’s investigative efforts, she was able to collect intelligence that may prove to be of great value to the Federal Bureau of Investigation as well as the Intelligence Community.”

The letter was received by MVD Deputy Assistant Director of Enforcement Services, Michael Veucasovic. In closing, FBI Unit Chief Jeffrey A. Stanley, writing on behalf of TSC Director Leonard C. Boyle, said, “The TSC appreciates your leadership and your entire department’s dedication to protecting our nation.”



MVD Officer Ho

Arizona ranks third for two-wheelers

By John Tucker
Associate Editor

It's a secret that avid bicyclists have known for years: Arizona is a sweet spot for cycling enthusiasts. Now, a prestigious bicycle advocacy group has confirmed it, naming Arizona the third-most bike-friendly state in the U.S.

The League of American Bicyclists ranked all 50 states based on a 56-question survey covering six criteria areas: legislation, policies and programs, infrastructure, education and encouragement, evaluation and planning and enforcement. Washington ranked first in the nation, followed by Wisconsin.

ADOT's Bicycle and Pedestrian Coordinator Michael Sanders, of the Multimodal Planning Division, who submitted the application, felt confident the state would score well.

"There are many people who have been active in bike issues in Arizona for a long, long time," Sanders said. "They've done a lot to make this a bike-friendly state, so I was not surprised about the ranking."

Some of those same bicycle advocates from the Coalition of Arizona Bicyclists and a transportation planner from the City of Scottsdale helped Sanders complete the questionnaire.



Photo by Radar Matt

Arizona scored exceptionally well in the following categories:

- **Legislation** – Arizona was one of the first states to pass a law that requires vehicles to keep a distance of at least three feet as they pass a bicyclist.
- **Policies and Programs** – ADOT has a State Engineers' policy that clearly accommodates

bicycles in all projects. "Bicyclists are seen as a legitimate mode of transportation," Sanders said.

- **Education and Encouragement** – Arizona is one of just five states that publish a bicycle operator's manual, "Arizona Bicycling Street Smarts." ADOT has published bicycle-user maps since the 1980s. The maps are updated every few years.
- **Infrastructure** – ADOT, counties, cities and bicycle advocacy groups have been compiling bicycle data for years.

The Bicycle Friendly State Program marked the League of American Bicyclists first foray into ranking all 50 states on bike-friendliness. In the past, the LAB has concentrated most of its efforts on recognizing bicycle-friendly communities. In Arizona, the cities of Scottsdale, Tempe, Mesa, Chandler, Gilbert, Flagstaff and Tucson, and the East Pima Region have all received bicycle-friendly community designations from the league.

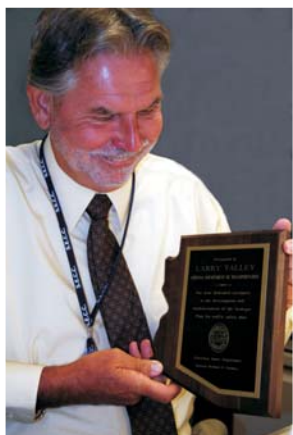
More could be done to improve the climate for bicyclists in Arizona but with groups and individuals like Sanders continuing the fight, the wheels of improvement will keep turning.



Talley tallies traffic totals; develops Traffic Safety Plan

Traffic collision data can save lives. It can identify highway safety problems, reveal accident trends, and assist in developing engineering, enforcement, and public education measures to reduce fatalities and injuries on Arizona's roads.

But compiling and analyzing this information in Arizona is a daunting task, primarily because of differences how data is reported. Fortunately, Larry Talley from the Multimodal Planning Division is not easily daunted.



L. Talley

Since coming to work for ADOT a year ago, Talley has made monumental achievements toward establishing a Strategic Plan for Traffic Safety Data.

By Talley's count, there are more than 160 law enforcement agencies in the state, approximately 350 medical transporters (ambulances, rescue, and air-evacuation); and over 100 hospitals. Each

have their own record-keeping systems, Talley says, explaining the complexity of the problem. Another part of the equation is Motor Vehicle Division records of insurance, driver accident history, and vehicle ownership. "Ideally, we want to get the reporting system into one massive database that will benefit every agency," he said.

Talley's accomplishments in this regard have not gone unnoticed. The Governor's Office of Highway Safety (GOHS) presented him with a Summit Award for his efforts to reduce traffic-related fatalities and injuries in Arizona.

At an awards luncheon in Flagstaff in July, Talley received his award alongside police officers, prosecutors, judges, and representatives of medical facilities and major corporations.

Talley is no stranger to traffic records. Before coming to ADOT, he spent seven years as a traffic studies analyst with the City of Mesa.

Funded by a federal grant made possible by the SAFETEA-LU legislation in 2005, the Strategic Plan for Traffic Safety Data requires the collection, management, analysis, and distribution of safety data by local, state, and federal agencies. Talley says the Strategic Plan provides for the most cost-effective use of available resources in terms of data accuracy, reliability, timeliness, inter-operability, and accessibility.

The 134-page plan seeks to compile, and standardize traffic safety data in Arizona. While each political jurisdiction, law enforcement agency, court system, and emergency response team maintains their own records, it is Talley's goal to unify all crash records in a database that is uniform and accessible to all jurisdictions.

Arizona ahead of the game

A year before the new SAFETEA-LU legislation was enacted, Arizona had already taken steps to advance highway safety with the formation of the Governor's Traffic Safety Advisory Council (GTSAC), whose mission is to develop, promote, and implement cost-effective traffic safety strategies. A GTSAC subcommittee addressed traffic records management with the formation of an inter-agency Traffic Records Coordinating Committee (TRCC). Two ADOT employees, George Delgado of the Motor Vehicle Division, and Jami Garrison of the Multimodal Planning Division, co-chair the TRCC.

In order to reduce the number of injuries and deaths as result of traffic crashes, it is necessary to identify a broad range of factors involved. The GTSAC identified six high priorities:

- Restraint usage
- Young drivers
- Speeding
- Impaired driving
- Roadway/Roadside
- Data Improvement

Valley Forward lauds ADOT for creating 'livable communities' with multimodal enhancements

The Arizona Department of Transportation has been honored for the role the Phoenix area freeway system has played in helping establish the Valley of the Sun as a successful, livable community.

ADOT and the Maricopa Association of Governments received an Award of Merit from Valley Forward, an organization dedicated to improving the environment and promoting solutions to regional challenges. The recognition, in the category of *Livable Communities: Multimodal Transportation and Connectivity* was announced at the Valley Forward's 28th annual Environmental Excellence Awards.

The 137-mile network of regional freeways has provided local residents with efficient connections between metro Phoenix cities. ADOT also worked with local communities to enhance freeway aesthetics, provide positive environmental results and promote multimodal transportation systems such as buses, bicycle accommodations and light rail.

"Our mission has gone well beyond building freeways. It involves boosting the quality of life in Arizona and promoting diverse transportation solutions," said ADOT Director Victor Mendez. "We are thinking differently about transportation and how it supports a community. This award is another tribute to those who worked so hard to meet the challenges associated with planning, designing and building such an efficient and environmentally-sensitive system. Stewardship of our natural environment continues to be a top focus of ADOT and we are proud of it."

ADOT received a second Award of Merit for a program to transplant Ironwood trees at the US 60 interchange with SR 79 in Florence Junction.

New fire apparatus put into service at Grand Canyon National Park Airport

By Kim Stevens
Deputy Director
Aeronautics Division

The Grand Canyon National Park Airport recently acquired a new state-of-the-art Aircraft Rescue and Fire Fighting truck.

The \$850,000 vehicle is equipped with all of the latest equipment including a 35-foot boom with a nozzle that can pierce an aircraft's fuselage and spray water into the interior of the plane.

"With the addition of this truck, not only do we greatly enhance the safety of aircraft passengers and crews but we can also support our local community more effectively," said Mike Halpin, airport director.

The new vehicle also features a forward-looking infrared camera, which allows fire fighters to quickly pinpoint the hotspot in the interior of an aircraft or structure.

"By using the boom and camera during structure fires we can locate a hotspot on even a second or third story, allowing fire fighters to attack the

seat of the fire more quickly and prevent loss of lives and property damage," said Halpin.

The truck adds 1,500 gallons of water capacity to the two vehicles the airport already has, giving the airport the ability to handle any aircraft emergency. The truck gives airport fire fighters the ability to illuminate the emergency scene with onboard high-output lights, in addition to providing the newest extrication equipment.

Also new at the airport is a fire extinguisher training system, which allows trainers to teach fire safety to airport tenants without using live extinguishers or fire pans. The system uses compressed air and computers to ensure the students are using proper techniques to extinguish a computer-controlled propane fire.

Aeronautics Division employees Bruce Baker and Alex O'Campo with the new fire truck at Grand Canyon National Park Airport.



Agencies share equipment repair shop

ADOT, Game and Fish benefit from joint venture

By Ronald Loar

Editor

A joint venture between two state agencies expands the capabilities of Arizona Department of Transportation's Equipment Services and provides added benefits to Arizona Game and Fish Department.

On Sept. 9, the agencies held an open house at the new Equipment Services Shop at the Game and Fish administration complex at 5000 W. Carefree Rd., in north Phoenix. Employees from both agencies toured the facility.

The new shop has four service bays, as well as one uncovered outside bay, and a storage area that could be pressed into repair service if needed. Norman Rose is lead technician for the shop. Rolando Gonzalez is the parts expeditor.

An inter-agency agreement, two years in the making, allows ADOT to provide maintenance of vehicles and equipment for AZGFD. "At the same time, ADOT gains another satellite shop to service its vehicle in the northern part of the Valley," says Larry Kindred, supervisor of Equipment Services satellite shops.

Unlike other ADOT Equipment Services shops, the Game and Fish facility will maintain and repair other mechanical equipment not generally serviced. Pointing to a couple of patrol boats in the service bays; Kindred commented that ADOT technicians will be outfitting boats, as well as servicing trailers, all-terrain vehicles, chain saws, and generators, in addition to maintaining cars, trucks, and heavy equipment.

John Nichols, Physical Plant Operations Administrator for ADOT, sees the joint venture as a "win-win situation for both agencies." It was Nichols who first proposed the idea to AZGFD, offering the use of ADOT's extensive fleet management experience, and well-trained staff of technicians. ADOT was already providing fleet management to the Arizona Department

of Administration, and Department of Economic Security. With Equipment Services maintaining one of the largest fleet management systems in the state, Nichols told AZGFD, "let us manage your shop for you." He proposed a plan that will save the Game and Fish Department \$37 an hour in labor costs, as well as expand their purchasing power for parts. "They can put their savings to what they do best – game management and enforcement," Nichols said. "In turn, they get a well-trained work force and a fully equipped shop."

ADOT benefits by having a location where we can service our vehicles and equipment in the north Valley, without having to bring vehicles all the way into town for maintenance. Nichols said that reduces the workload on other shops.

Barbara Jewett, Branch Chief of Support Services for AZGFD, who used to provide oversight for that agency's vehicle maintenance, says she is relieved to have the experienced ADOT staff providing maintenance and repair. Previously AZGFD vehicles were serviced under dealer warranties, and equipment out of warranty received minimal service, Jewett said. She estimates the AZGFD has 600 vehicles and pieces of equipment that must be maintained.

Barbara Jewett, Branch Chief of Support Services for the Arizona Game and Fish Department; and John Nichols, Physical Plant Operations Administrator for ADOT, discuss the advantages of the Equipment Services Shop location at Game and Fish.



MVD workers share experiences of kidney transplants

Editor's note – Last month, TRANSEND featured two employees who share a unique relationship because one had donated a kidney to the other. This article deals with two co-workers who have a somewhat similar story.

By Cydney DeModica
MVD PIO Officer

Faith, family support, and a sense of humor are common threads that Motor Vehicle Division employees Linda Longendyke and Denice Russell share as each recount their stories of kidney transplants.

Both women have been customer service representatives for about eight years at the

Motor Vehicle Division office in Scottsdale. Longendyke donated a kidney to a friend. A year later, Russell underwent surgery to receive a kidney transplant.

July 15, 2004, was the day Longendyke donated a kidney to a woman whom she met at her son's karate class. As her friend's health deteriorated and a matching donor was not found, Longendyke offered to be tested and was found to be a suitable donor. Nine months, and several tests later, the process was finalized. The two women traveled together to UCLA Medical Center for the surgery.

On her return trip to Phoenix, Longendyke and her husband, John, (also an MVD employee) encountered delays at the airport. Upon learning that wheelchair-bound Longendyke had just donated a kidney, an airport security guard pushed the wheelchair straight to the front of the line.

Upon arrival at the boarding gate, the guard loudly announced, "this woman just donated a kidney!" Passengers stood aside and applauded as the Longendykes boarded the plane.

Expecting a one-month recovery, she was back on the job in two weeks. "I couldn't wait to get back to work," she said. "My supervisor, Anne Yanofsky was fantastic. I couldn't have done this without the support of my work family!"

Denice Russell reclaims her life

May 4, 2005 is the day Denice Russell says that she reclaimed her life. An avid sportswoman, she enjoyed horseback riding, swimming and riding motorcycles until kidney failure changed all of that. Her kidneys failed on Valentine's Day, 2002, and she began living with a seemingly endless series of dialysis treatments while she waited for a transplant. She says, "I never lost hope. I was certain a kidney would be available!"

(Continued on Page 10)



Linda Longendyke (left) and Denice Russell share kidney donor experiences on their coffee break.

Practical Ethics

The ADOT Way

By Karen Mills and Dian Work

Editor's Note: The characters and events mentioned in this column are purely fictitious. They are used as a means for exploring issues in business ethics.

Cal is a project manager for one of the ADOT construction projects. He works closely with the QRS construction company, which was the successful bidder for this large project. Consequently, Cal gets to know the people there quite well.

One day, one of the QRS managers praises Cal for doing a superb job. He tells Cal that if he is ever looking to change jobs, they'd be happy to have him join their ranks where he'd be paid considerably more than he currently is.

Cal is flattered by the compliment and mentally files the invitation away. He thinks to himself that they are an excellent company that recognizes his capabilities; however, he does nothing more, he's happy working at ADOT, for now.

The next year, the state issues a request for a proposal for another major project. QRS is one of the consultants responding to the proposal and Cal is asked to be on the selection panel, which he accepts. Do you think Cal could make an honest, unbiased, appraisal of the qualifications of QRS to perform the work?

- Where does this fall in the category of ethical actions?
- Should Cal have agreed to be on the panel?
- What should Cal have done to make sure his decisions were not compromised?

Here's what Vivien Lattibeaudiere, Director of ADOT's Engineering Consultants Section, has to say:

The engineering consultant selection process is vital to helping ensure that ADOT selects the best qualified firms to perform consulting services in a fair, ethical and consistent manner. It is essential that the integrity of the consultant selection process be maintained to insure each consulting firm is given fair and equal consideration.

Evaluation panel members and reviewers must not participate in any evaluation process in which they may have a potential and/or actual conflict of interest or bias, either of an outside business or personal nature with the offering parties involved.

Although Cal may not be currently contemplating an offer to work for the firm, there is still a potential for bias in his decision making. Therefore, from an ethical stand-point, he should have recused or disqualified himself from the panel. Furthermore, a protest can be filed by a proposer if QRS is awarded the contract and it comes to light that Cal was offered a position by the firm. For Cal, the concern may just have been a perception of bias; however, Cal should still recuse himself from the panel.

It is essential that an employee errs on the side of caution and that ADOT be protected from any appearance of impropriety.

MVD workers share transplant experiences

(Concluded from Page 9)

To be close to family, and knowing the organ donor list was growing shorter, she took a leave of absence, moved back to Ohio, and waited. A first attempt at donation came in January, 2005, but it wasn't a match. Still, her faith never wavered. "I knew there would be another opportunity and that it was meant to be," she said.

That chance came on May 4, 2005, when she received a donated kidney in Columbus (Ohio) Medical Center. Russell says, "It truly is a gift of life!"

There were lots of phone calls from her "cheerleading friends" at MVD. Supervisor Yanofsky "supported me every step of the way," says Russell. After a 10-month recovery, she was back to her work.

Because of the similarities of their surgeries Longendyke as a kidney donor and Russell as a recipient of a kidney, the women have grown even closer, sharing their stories with fellow workers and friends. Each emphasizes the positive side of their experiences. They agree that it's all about faith, strong family support and the encouragement of workers and friends.

Employee appreciation days

Employees of the ADOT Headquarters campus in Phoenix are invited to take the A-Train back to the 40s – the Big Band era, as they hold their Annual Employee Celebration Thursday, Nov. 13, from 10:30 a.m. to 1:30 p.m. on the parking lot southwest of the Admin. Building.

Sarah Wurtz of Employee Recognition, and her staff of volunteers, have planned this year's event around the music of Tommy Dorsey and His Orchestra, Louis Armstrong, the Glenn Miller Band, and Duke Ellington.

"In the past, we have enjoyed themes of a Hawaiian luau, a beach party, Mexican fiesta, and a western party," Wurtz said. "This year we are reaching back into an era that most ADOT employees never knew – the 40s. It was a time when rail transportation was popular, when the radio played such shows as the Arthur Godfrey Talent Scouts, and the Ted Mack Original Amateur Hour."

Employees are encouraged to dress in 40s style costumes as they partake of the luncheon paid for by funds raised by employee events and sales throughout the year. Divisions and groups will have informational display booths.

Elsewhere in the state, Prescott and Holbrook districts held their Employee Appreciation celebrations Sept. 11.

Prescott District

A steak-fry for employees of the Prescott District was held at Granite Creek Park, Prescott, with employees observing a moment of silence for those killed in the 9/11 terrorist attacks.



State Engineer Floyd Roerich, Jr., and Deputy State Engineer Doug Forstie assisted District Engineer Dallas Hammit in presenting awards to Jeff Jackson, Employee of the 4th Quarter; Cheryl Williams, Employee of the Year; and Randy Skinner, Supervisor of the Year. The Prescott Valley Equipment Services Shop was named Team of the Year.

Activities also included a cake-walk, and a horseshoe throwing contest.

Serving up steaks at the Prescott District employee celebration were Brian Russell, Dale Mee, Jack Warfield, and Mike Enge.



Holbrook District Maintenance Engineer, Randy Routhier, (left) and Fritz Tsosie, a highway operations technician, from Kayenta face off in a pie-eating contest with 16 other Holbrook District employees.

Holbrook District

District Engineer Lynn Johnson recognized employees with more than 25 years of service to ADOT. They included Gary Warren, 33 years; Frances Perkins, 29 years; Earl Craig, 28 years; Pat Anderson, 27 years; and Gilbert Nastacio, 27 years.

Their picnic was held at Clear Creek Park, near Winslow. A color guard from the American Legion Post 37 conducted flag-raising ceremonies in commemoration of the lives lost in the 9/11 terrorist attack.

Employees participated in a free-fishing derby led by an officer of the Arizona Game and Fish Department, calf-roping contest, obstacle course, pie-eating contest, and other activities. The event was paid for through fund-raising events and donations from employees.

Milestones in Service

Employees attaining mileposts for years of service, according to Human Resources:

35 Years

Stephen V. Abney, MVD, Enforcement

Douglas A. Forstie, ITD, State Engineer's Office

30 Years

Mike Ortiz, ITD, Phoenix Maintenance

John C. Teller, ITD, Phoenix Maintenance

Patrice A. Scott, ITD, State Engineer's Office

25 Years

Luis R. Perez, Jr., ITD, Phoenix Maintenance

Emily A. Dawson, ITD, Tucson District, Construction

Gary L. Hawley, ITD, Prescott District, Maintenance

Kenneth R. McKelvy, ITD, Prescott District, Construction

Susana M. Landin, ITD, State Engineer's Office

20 Years

Chona F. Denton, MVD, Globe/Claypool

Deborah A. Mullins, MVD, Competitive Government

Uswaldo V. Sanchez, ITD, Tucson District

Christy L. Woodford, ITD, Right of Way Plans

Charles H. Hubbard, ITD, Bridge Group, Design Section B

Cameron Khanlar, ITD, Bridge Group, Design Section C

Alice Antillon, MVD, Safford

15 Years

Donna L. Jordan, TSG, Procurement

Linda Manes, TSG, Information Technology

Yolanda B. Barnett, MVD, Title Production

10 Years

Hans W. Homberg, TSG, Information Technology Group

Parmis Maroufkhani, TSG, General Operations Administration

Jennie Johnson, MVD, Human Resources

Sheila L. Miles, MVD, Northwest

Anna L. Valenzuela, MVD, Tucson East

Sue E. Cutler, MVD, Tucson, North

Robert H. Russ, MVD, Enforcement, Casa Grande

Luis A. Quihuis, MVD, Enforcement, Nogales

Francisco Rodriguez, TSG, Equipment Services, Phoenix

Jonathan R. Romines, ITD, Phoenix Construction

Robert J. Cunningham, ITD, Phoenix Construction

Kelly C. McCarthy, ITD, East Area Lab

Ferdinand De La Cruz, ITD, West Area Lab

Joaquin Quintana, ITD, Holbrook District

Esther L. Valencia, ITD, Right of Way Plans

Reynaldo S. Carabillas, ITD, Bridge Group, Design Section C

Shawn Harvey, ITD, Materials Group, Pavement Management

Janet M. Doerstling, ITD, Prescott District, Construction

Comments and Kudos

Flagstaff Mayor Sara Presler expressed her appreciation for the work that ADOT is doing to repave Interstate Route B-40.

The mayor telephoned ADOT Public Information Officer Rod Wigman to say that she has received many compliments from constituents, and that this project sends a very positive message to taxpayers, that their money is being put to good use for much-needed improvements.

Slated for completion in November, the four-mile project is near Switzer Canyon Road in Flagstaff. Fann Construction Company of Prescott is the prime contractor on the \$2.4 million project.

Retirements from ADOT

L. Kindred, retiring; 43 years with Equipment Services

After 43 years working for ADOT Equipment Services, **Larry L. Kindred** is hanging up his shop apron this month.



L. Kindred

During his employment with ADOT, Kindred worked in every Equipment Services shop in the state, beginning in 1965 as a lube technician in Yuma. In 1984, he was promoted to supervisor of the Light Duty Shop in Phoenix. He closes out his career as supervisor of four satellite shops.

Recognizing the need for on-site medical attention in the shops, he was one of the originators of the First-Aid Team that provides basic medical attention to injured or ill workers until professional medical personnel arrive. For 15 years, Kindred provided support services for the annual Equipment Services

Roadeo events, and for 10 years, he assisted with equipment and logistical support for the Phoenix-area Employee Appreciation Day.

Kindred's management philosophy has been, "If you surround yourself with good people, you can get a lot accomplished. I've had a lot of wonderful people from directors and managers to shop technicians who have made my years at ADOT productive and pleasant."

A retirement reception will be held Oct. 17 from 11:30 a.m. to 1:30 p.m. at HRDC in Phoenix.

Other employees retiring recently from ADOT, as reported by the Human Resources office include:

Linda A. Anestasi, 29 years, ITD, Transportation Technical Group

Max C. Coleman, 17 years, ITD, Willcox Maintenance

Geraldine G. Knight, 10 years, ITD, Phoenix Maintenance District

Mike Ortiz, 30 years, ITD, Avondale Highway Operations

Robert Raines, 17 years, ITD, Cordes Junction Maintenance

Theodore Wytroval, 21 years, TSG, Equipment Services



By Fuzz E. Dice

Next month TRANSEND will begin featuring a new column, *Through the Rearview Mirror*.

Written by an ADOT employee under the pseudonym, Fuzz E. Dice, the writer has researched back issues of *Mileposts* and *Newsbeat* – forerunners of TRANSEND to bring you articles and photos about ADOT's past and its predecessor, the Arizona Highway Department.

Presented in a light and informative manner, you'll find the column to be an interesting read about people and events that made an imprint on the agency.

Watch for *Through the Rearview Mirror* beginning in November.

FREE Flu vaccine for state employees Oct. 1 – Dec. 31

A complete list of Clinic locations and schedules can be found at
www.benefitoptions.az.gov

DEADLINE for November issue

Articles and photographs for publication in the November issue should be sent to transendeditors@azdot.gov no later than

Oct. 23, 2008 at 4 p.m.

To discuss submission ideas, phone the editor
602-712-4041